

**Garrett L. Brady**  
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## Academic Position

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### Bocconi University

Assistant Professor, Department of Management and Technology

2022 - Present

## Education

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### PhD in Organizational Behavior

London Business School, London UK

2022

### MRes in Organizational Behavior

London Business School, London UK

2018

### Bachelor of Science in Psychology (Minor in Biology)

Florida State University, Tallahassee, FL

2014

### Bachelor of Arts in Religion (Minor in Philosophy)

Florida State University, Tallahassee, FL

2012

## Research Interest

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My research examines how leadership and social hierarchy shape behavior, judgment, and well-being in organizations. I am interested in a core tension of organizational life: influence is necessary for coordination, but the ways people gain and exercise influence can also produce unintended costs for employees, teams, and broader systems. I study how influential actors secure deference, how observers infer motives, morality, and trustworthiness from those influence cues, and how these judgments shape ethical conduct, career mobility, work-family spillover, cooperation, diversity initiative support, and perceptions of inequality.

## Publications

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† denotes equal authorship; \*denotes graduate student when work was started

Heller, D., **Brady, G. L.**, Inesi, M. E., & Mussweiler, T. (2026). Just like my CEO: When perceived similarity makes pay inequality acceptable. *Personality and Social Psychology Bulletin*, *In press*.

†**Brady, G. L.**, †Kakkar, H., & Sivanathan, N. (2024). Perilous and unaccountable: The positive relationship between dominance and moral hazard behaviors. *Journal of Personality and Social Psychology*, *127*(2), 363-383.

**Brady, G. L.**, & Sivanathan, N. (2024). More than meets the eye: The unintended consequence of leader dominance orientation on subordinate ethicality. *Organization Science*, *35*(4), 1322-1341.

Cohen, S., **Brady, G. L.**, Massaro, S., & van Kleef, G. A. (2022). Meh, whatever: The effects of indifference expressions on cooperation in social conflict. *Journal of Personality and Social Psychology*, *123*(6), 1336-1361.

**Brady, G. L.**, Inesi, M. E., & Mussweiler, T. (2021). The power of lost alternatives in negotiations. *Organizational Behavior and Human Decision Processes*, *162*, 59-80.

Monroe, A. E., **Brady, G. L.**, & Malle, B. F. (2017). This isn't the free will worth looking for: General free will beliefs do not influence moral judgments, agent-specific choice ascriptions do. *Social Psychological and Personality Science*, 8(2), 191-199.

## Selected Research in Progress

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Brands, R., **Brady, G. L.**, & Mehra, A. (*3rd Revise and Resubmit - Organizational Behavior and Human Decision Processes*). Title removed for review process.

**Brady, G.L.**, Ku, G., & Wang, C. (*Revise and Resubmit – Journal of Applied Psychology*). Title removed for review process.

Cohen, S., **Brady, G. L.**, Halperin, E., & van Kleef, G. A. (*Revise and Resubmit – Political Psychology*) Title removed for review process.

†\*Ryan, M. & †**Brady, G. L.** (*Under Review – Organization Science*). Leadership and Work-family Spillover.

Lavie, D., **Brady, G. L.**, Gutierrez, C., Stettner, U., & Ilies, R. (*Under Review – Journal of Management*). The Cooperative Economy.

†Kakkar, H., †**Brady, G. L.**, & Sivanathan, N. (*In prep—four studies- target Proceedings of the National Academy of Sciences*). Leader Dominance as a Product of a High Social Class Upbringing.

**Brady, G.L.**, Kakkar, H. (*In prep - three studies- target Academy of Management Journal*). Stigma by Association: The Impact of Leader Hierarchical Orientation on Subordinate Career Progress.

Panico, C., Barbi, G., **Brady, G. L.**, & Di Stefano, G. (*In prep- Science*). Value Creation, value appropriation, and the cooperation dilemma.

## Conference Presentation and Posters (2023-2025: Job market (COVID), moved to a different country, and had a child)

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- †\*Ryan, M. & †**Brady, G. L.** (2026). Leadership and Work-family Spillover. International Association of Conflict Management, Vienna, Australia.
- †\*Ryan, M. & †**Brady, G. L.** (2026). Leadership and Work-family Spillover. Power Status and Influence Conference (PSI) Melbourne, Australia.
- **Brady, G. L.**, Parke, M., Sivanathan, N. (2022). Are You Challenging My Authority? The Role Of Leader Dominance-Oriented In Predicting Voice Endorsement. Academy of Management Conference, Seattle Washington United States.
- **Brady, G.L.**, Ku, G., (2022). Not All Perspectives are Worth Taking: The Impact of Perspective-Taking of Anti-Egalitarian views on Support for Diversity Initiatives. Academy of Management Conference, Seattle Washington United States.
- **Brady, G. L.**, Parke, M., Sivanathan, N. (2020). A Dominance and Prestige Account of Voice Endorsement. Academy of Management Conference, Online (Accepted- but Symposium was removed when platform changed to online).
- **Brady, G.**, Kakkar, H., & Sivanathan, N. (2020). How Leader's Status Strategies Influence Accountability and Moral Hazard. International Association of Conflict Management, Online.
- **Brady, G. L.**, Inesi, M. E., & Mussweiler, T. (2020). The Power of Lost Alternatives in Negotiations. International Association of Conflict Management, Online.
- **Brady, G. L.**, Sivanathan, N. (2020). The Power of Lost Alternatives in Negotiations. Trans-Atlantic Doctoral Conference, London, UK. (Conference was concluded due to the COVID epidemic)
- **Brady, G. L.**, Inesi, M. E., & Mussweiler, T. (2019). The Power of Lost Alternatives in Negotiations. Academy of Management Conference, Boston
- **Brady, G. L.**, Inesi, M. E., & Mussweiler, T. (2019). The Power of Lost Alternatives in Negotiations. International Association of Conflict Management, Dublin. *Poster Presentation*
- **Brady, G.**, Kakkar, H., & Sivanathan, N. (2019). How Leader's Status Strategies Influence Accountability and Moral Hazard. Academy of Management Conference, Boston

- Brady, G. L., Sivanathan, N. (2019). Hierarchical Motivation and Ethicality: The Divergent Impact of Dominance and Prestige Leaders on Subordinate Ethical Behavior. Trans-Atlantic Doctoral Conference, London, UK.
- Brady, G. L., Sivanathan, N. (2019). Hierarchical Motivation and Ethicality: The Divergent Impact of Dominance and Prestige Leaders on Subordinate Ethical Behavior. Society for Personality and Social Psychology, Portland, OR. *Poster Presentation*
- Brady, G. L., Sivanathan, N. (2018). Hierarchical Motivation and Ethicality: The Divergent Impact of Dominance and Prestige Leaders on Subordinate Ethical Behavior. Academy of Management Conference, Chicago, IL.

## **Teaching** \*Cotaught

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### Undergraduate Courses

Leadership Skills (Bocconi University) 2022 - Present

### Graduate Seminars

Behavioral Skills (Bocconi University) 2022 - Present

Self-Leadership (Bocconi University) 2026

### Master's in Business Administration Courses

The Art and Science of Managerial Decision-Making (Indian School of Business) 2025 - Present

### Doctorate in Business Administration Seminars

Applied Research Methods (Bocconi University) 2026

Literature Review (Bocconi University) 2027

### PhD Course

Organizational Behavior\* (Bocconi University) 2026

## **Service**

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### Editorial Board:

Organization Science: 2025 - Present

### As Hoc Reviewer:

Academy of Management Journal

Organizational Behavior and Human Decision Processes

Personality and Social Psychology Bulletin

Journal of Organizational Behavior

Journal of Business Ethics

Bocconi Management and Technology Seminar Series Organizer: 2023 - 2027

Bocconi Management and Technology Doctoral Admissions Committee: 2025 - 2027

Lead Organizer and Organizational Behavior Organizer for the Trans-Atlantic Doctoral Conference, London Business School: 2018

## **Grants & Awards**

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Negotiations and Teams Resources Institute (July 2020) - \$8,800

The Leadership Institute, London Business School, Research Grant with Garrett Brady and Niro Sivanathan (May 2018) - £14,000

Management and Technology Department, Bocconi University, Research Grant with Claudio Panico and Giada Di Stefano (June 2023) - €27,400.

Bocconi Research Excellence Award: 2023 & 2024

**Professional Affiliation**

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Member, Academy of Management (AOM)

Member, International Association for Conflict Management (IACM)